

James M. Peabody-Harrington

Associate

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Education

University of Maryland School of Law (J.D., *cum laude*, 2021)

Loyola University Maryland (B.A., 2017)

Bar Admissions

District of Columbia, 2023

Maryland, 2021

Court Admissions

United States District Court for the District of Maryland

United States District Court for the District of Columbia

United States Court of Appeals for the District of Columbia Circuit

Jimmy Peabody-Harrington represents employers and businesses in a range of labor and employment matters, including claims of discrimination and harassment, breach of contract, wage and hour issues and wrongful discharge, among other matters.

He represents clients in state and federal courts, as well as in proceedings before the U.S. Equal Employment Opportunity Commission and various state and local agencies. Beyond adversarial proceedings, he regularly advises clients on compliance with employment laws, covering areas such as employee handbooks, harassment and discrimination, training, evaluations, terminations, wage and hour issues and the implementation of leave policies. His services also include drafting policies and conducting internal investigations.

Jimmy represents clients on traditional labor law issues, including defending against unfair labor practice charges and negotiating first and successor collective bargaining agreements. Jimmy also counsels and defends colleges, universities, independent K-12 schools and public school districts in a variety of issues involving faculty, staff and other employees, including student sexual and other misconduct, Title IX compliance, internal and government investigations, litigation and other matters.

Jimmy assists with researching U.S. federal, state and local laws to determine their applicability to foreign embassies and diplomatic missions, and has assisted with litigation against embassy clients. He has worked with foreign embassies and diplomatic missions to ensure they are following employment laws in the U.S. and regularly reviews their documents concerning locally engaged staff.

Prior to joining Miles & Stockbridge, Jimmy completed a judicial clerkship for Judge Alison L. Asti in Anne Arundel County (Maryland) Circuit Court. An honors graduate from the University of Maryland Francis King Carey School of Law, Jimmy served as an editor for the Journal of Race, Religion, Gender & Class, an executive on the Student Bar Association, and a chairperson of the Moot Court Board. While in law school, Jimmy interned for Judge Joseph M. Getty (ret.) of the Supreme Court of Maryland (formerly the Maryland Court of Appeals). He earned his bachelor's degree in political science from Loyola University Maryland.